

Medical Service Corps

Corps Chief's Office Briefing

**CAPT L. M.
Wickes
Medical Service
Corps
United States**



Medical Service Corps Human Capital Vision

- **Sustain the highest level of Corps identity and loyalty.**
- **Provide the training needed to succeed in every setting.**
- **Balance career and personal goals with needs of the Navy.**



Sustain Corps Identity and Loyalty

- **Mentorship is paramount!**
 - Senior members must seek out and guide juniors
 - Juniors should seek advice from successful officers within and outside of their specialty
- **Get (and stay) involved!**
 - Be active in your local MSC association and wardroom
 - Organize professional and social events
 - Attend your local MSC Birthday celebration



Provide Training to Succeed in Every Setting

- **Currently Available Training:**
 - Basic Medical Department Officer Course (BMDOC) - NKO
 - Advanced Officer Department Officer Course (AMDODC)
 - Interagency Course
 - Joint Medical Executive Skills Institute (www.jmesi.army.mil)
 - DUINS
 - Director's Training
 - Additional Specialty Training Courses



Provide Training to Succeed in Every Setting

- **Vision for the Future:**

- Post-OIS Basic MSC Officer Course – What every MSC Officer needs to know, regardless of Corps
- Career progression training – Billet specific training
- Operational training – Prepare MSC Officers to perform on land, sea and sand
- Create interactive on-line training opportunities

- **Create a more flexible officer corps
able to fill a wider variety of positions**



Balance Career and Personal Goals with Navy Needs

- Create a culture of Mentorship
- Provide a dynamic, useful web page
- Select Specialty Leaders that will serve their communities' interests and provide continuous communication
- Conduct VTC's with individual commands
- Maximize success through career counseling and management



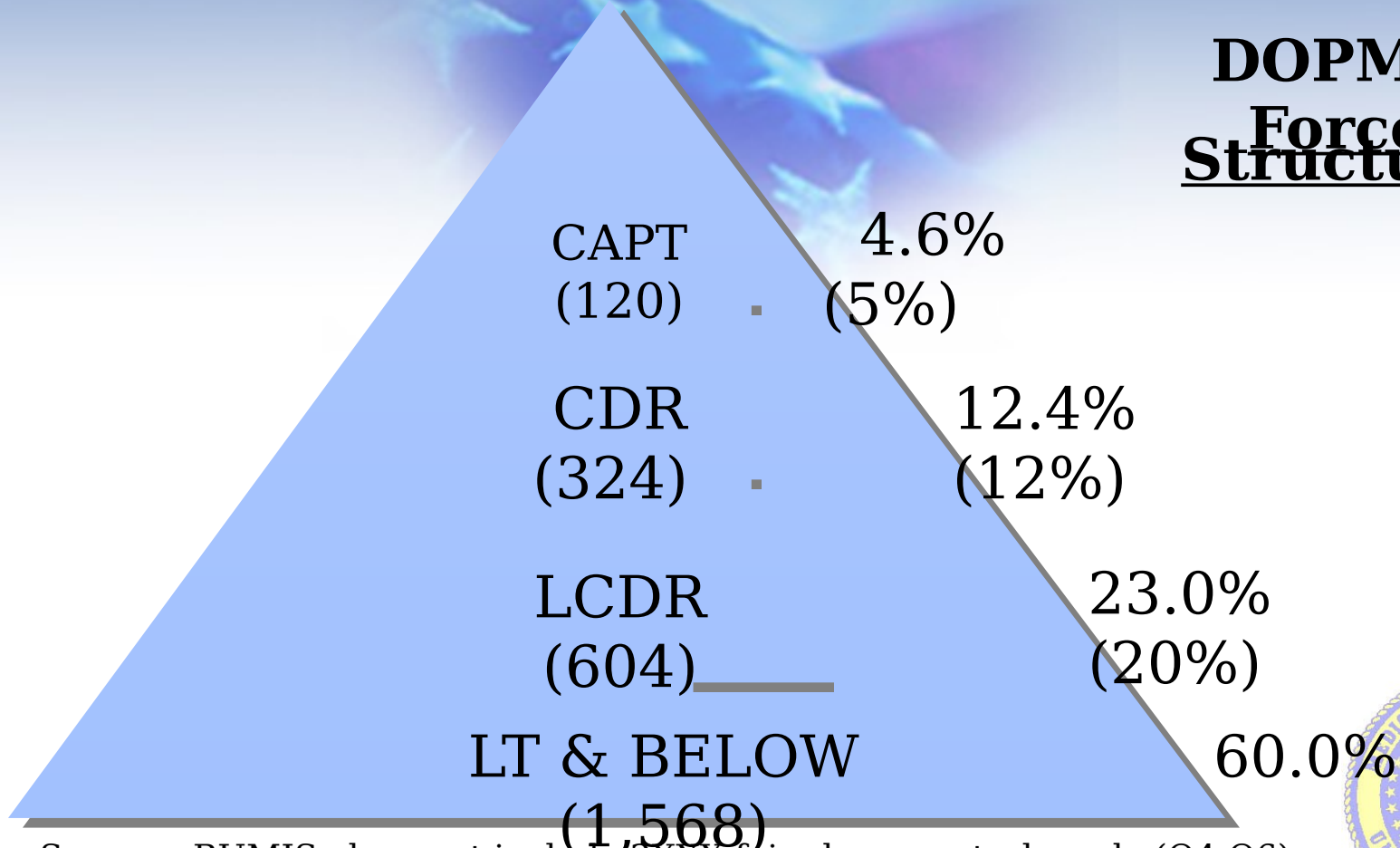
Balance Career and Personal Goals with Navy Needs

- **Defining a Successful Career:**
 - **Promotion:**
 - Maximize through increasing roles of responsibility
 - Obtain advanced specialty certification
 - Be a recognized Subject Matter Expert (SME)
 - **Remember:** Promotion is limited by law. Many talented and successful officers are left on the table. Rank \neq Success



Promotion

DOPMA **Force** **Structure**



Source: BUMIS, does not include 2XXX fair share control grade (O4-O6) billets (59),



Promotion

- **Setting the zones:**

- Zones are set to keep the opportunity constant which may increase time in grade
- Above-zones selects do not significantly decrease the in-zone selection opportunity – many already have approved RADs and retirements



Promotion

- **Promotion Boards:**
 - Fair process
 - Dependent upon what is presented on “paper”
 - Selection based on PERFORMANCE.
- ***Disconnects tend to occur at command level***



Promotion

Promotion Boards look for:

- Positions of increasing responsibility
- Evidence of continuous professional development
- Contribution to the mission
- Grades above CO's average
- Trending “towards the right”
- Qualifying statements



Maximizing Promotion Opportunity

- **Make your leaders lead!**
 - Ask your Chain of Command what you need to do to receive an EP when you check in
 - Insist on constructive mid-term counseling – ask what you can do to raise your grades – ensure documentation
- **Be Vigilant**
 - Beware of unexpected declining grades – could be oversight
 - Make sure grades match text – “My go-to officer for important jobs” should not receive a “3” in Mission Accomplishment
- **Provide detailed fitrep input including how your accomplishments measure up to others in your specialty and supports operational readiness**



Facilitate Career and Personal Goals

- **Defining a Successful Career (cont):**
 - **Executive Medicine**
 - Declining opportunity due to BRAC and Med/Dent merger
 - Should NOT be considered the only measure for success
 - **Subject Matter Expert**
 - Nationally recognized experts
 - Awarded by civilian professional organizations
 - **Major Staff Assignments**
 - Joint
 - Federal Agencies (FEMA, Homeland Security, Health and Human Services)
 - TMA

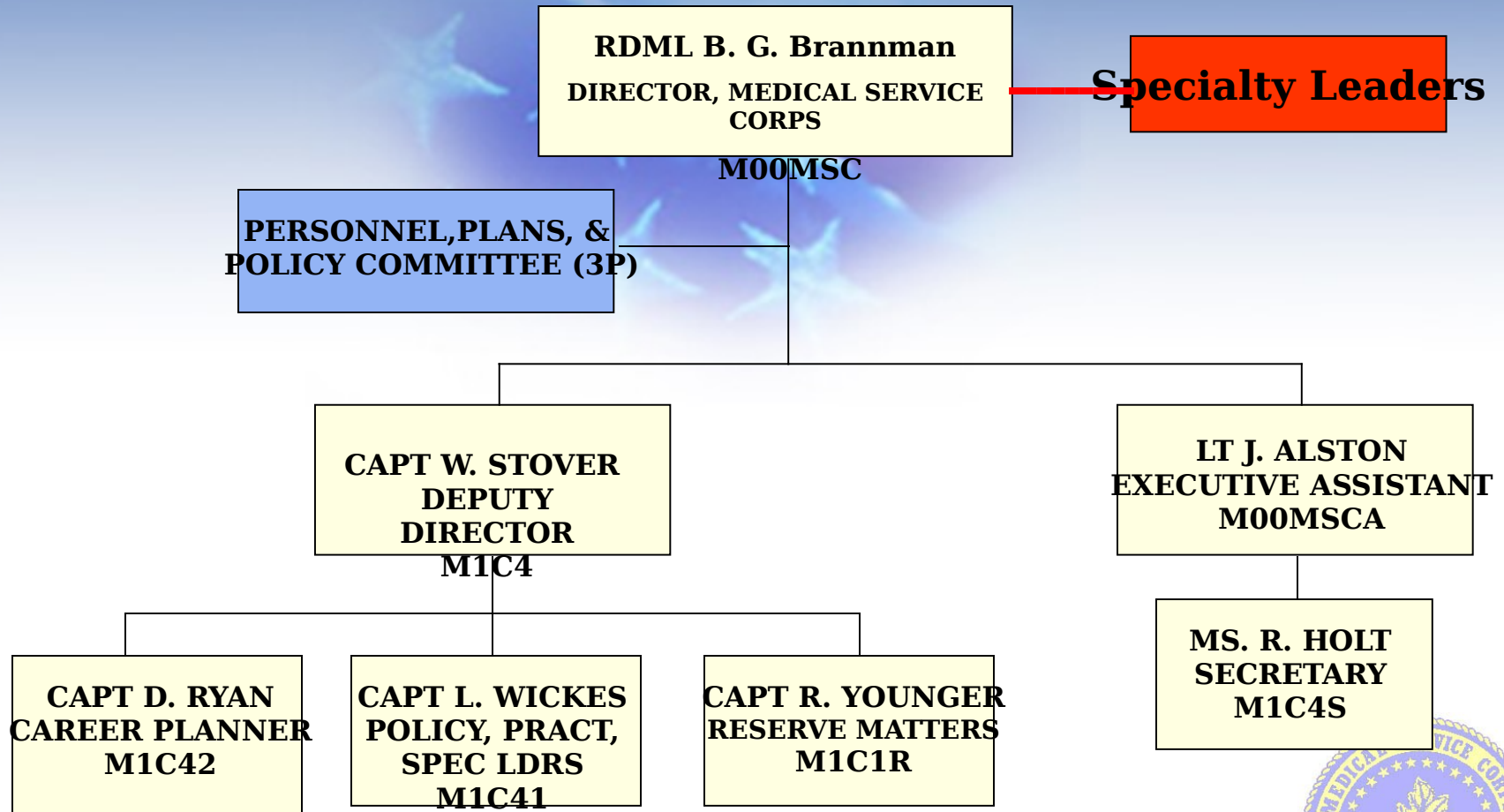


Facilitate Career and Personal Goals

- What does it all mean?
 - In today's Navy, traditional career paths are disappearing due to decreased billets and "Needs of the Navy"
 - Must flourish where you are stationed. You make the job what it is.
 - Must be more flexible.
 - Discuss with your family what you are willing to do and communicate with specialty leader and detailer.



Your MSC Office



Your MSC Office

- Strategic Planning & Policy
- Communication
- Personnel Planning
- Recruiting
- Career Planning
- Education and Training
- Reserve Issues
- Promotion Planning



Your MSC Office

- **RDML Brannman**
BGbrannman@nmcsd.med.navy.mil
- **RDML Gintzig**
donald.gintzig@navy.mil/TFNF.html
- **CAPT Stover** **wrstover@us.med.navy.mil**
- **CAPT Ryan** **djryan@us.med.navy.mil**
- **CAPT Wickes** **lmwickes@us.med.navy.mil**
- **CAPT Younger** **rdyounger@us.med.navy.mil**
- **LT Alston** **jjalston@us.med.navy.mil**
- **Ms. Holt** **rrholt@us.med.navy.mil**



Medical Service Corps

QUESTIONS?

